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ABSTRACT

An overview of Australian apprentices and trainees in 1997 includes the following information about their characteristics: (1) 1.4 percent of the Australian population were involved in an apprenticeship or traineeship, with participation among males (2.2 percent) much higher than among females (0.6 percent); (2) participation was highest in the 15-19 age group; (3) apprentices and trainees enrolled in an average of 1.2 courses, similar to that for all vocational education and training (VET) students; (4) apprentices and trainees were enrolled in higher-level courses than students in the general population; (5) almost 3 percent of the apprentices and trainees were of Aboriginal or Torres Strait Islander origin; (6) 3.4 percent of apprentices and trainees had a disability; (7) 7.5 percent of apprentices and trainees were not born in Australia, and 7.1 percent spoke a language other than English at home; (8) almost half of the apprentices and trainees had completed secondary education; and (9) 35 percent of apprentices and trainees lived in a rural or remote area. The Introduction refers to "a companion volume which provides detailed information about off-the-job training undertaken by apprentices and trainers as part of their contract of training." The attached separately-published 12-page "At a Glance" publication is that companion volume. (KC)

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Australian Apprentices and Trainees 1997: Apprentices and Trainees at TAFE An Overview

Australian Apprentices and Trainees Statistics Australian Apprentices and Trainees Recent Trends At a Glance.

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AN OVERVIEW

Australian Apprentices and Trainees 1997: Apprentices and Trainees at TAFE

AUSTRALIAN NATIONAL TRAINING AUTHORITY

NCVER

AN OVERVIEW

Australian Apprentices and Trainees 1997: Apprentices and Trainees at TAFE

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FOREWORD

I am pleased to present a completely new publication, *Australian Apprentices and Trainees 1997: Apprentices and Trainees at TAFE*, which provides more detailed information than has previously been available about the characteristics of apprentices and trainees undertaking a contract of training with an employer.

The training of apprentices and trainees makes a significant contribution to skills formation in the Australian workforce. Traditionally, apprentices were young, mostly male and began their training soon after finishing secondary school. More recently, some apprentices and trainees started their training while still at school. With the expansion of traineeships in the last few years and the introduction of New Apprenticeships from the beginning of 1998, traditional patterns have changed and continue to change, with proportionally more females and older people undertaking an apprenticeship or traineeship than in the past. However, the proportion of 15 to 19 year olds in Australia who undertake an apprenticeship or traineeship has been maintained and in fact, has increased slightly in recent years.

An apprenticeship or traineeship involves a combination of on-the-job training while in paid employment and off-the-job training undertaken with a vocational education and training provider. Consequently, information about the training undertaken by apprentices and trainees is obtained from two sources; firstly, the quarterly collection of apprentice and trainee data and, secondly, the annual collection of data from vocational education and training providers. However, the standard under which these data are collected (AVETMISS, the Australian Vocational Education and Training Management Information and Statistical Standard) does not as yet require a unique identifier for individuals who appear in the two data collections.

Until now, it was not possible to identify apprentices and trainees in the data submitted by training providers. However, NCVER has recently developed a methodology which overcomes this problem. It allows the identification of matching records in the training provider data for a significant proportion of apprentices and trainees in a given year. Moreover, where there is missing or invalid information in one collection it can often be obtained from the other. As a result, much richer and more detailed information about apprentices and trainees is now available than previously. The technical details of the matching are given in the appendix.

Because the data source for this publication is different from any used before, the figures presented may differ from those previously published. I invite users to contact NCVER for further clarification if required.

The publication has been prepared by staff of the NCVER Statistical Services Division. It will be followed by a companion volume which provides detailed information about off-the-job training undertaken by apprentices and trainees as part of their contract of training.

I am particularly pleased that NCVER has been able to effect an important advance in apprentice and trainee reporting without placing any additional burden on State and Territory training authorities, employers or on training providers.

Chris Robinson
Managing Director
NCVER Ltd

Related publications

Australian Training Statistics: Annual Statistics 1996/97
Australian Apprentice and Trainee Statistics: Annual Statistics 1997/98
Australian Apprentice and Trainee Statistics: Apprentices and Trainees in Australia 1985 to 1997
Australian Vocational Education and Training Statistics 1997: In detail
Australian Vocational Education and Training Statistics 1997: An overview
Australian Vocational Education and Training TAFE Graduate Destination Survey 1998: National report

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Introduction

This publication is about apprentices and trainees who had a contract of training with an employer during 1997 and who studied with a technical and further education (TAFE) provider[1].

An apprenticeship or traineeship involves a combination of experiential and formal learning. The former is gained through supervised on-the-job training while in paid employment, the latter through off-the-job training undertaken with a vocational education and training (VET) provider. Before 1998 virtually all off-the-job training was delivered by technical and further education (TAFE) institutes. Traditionally, apprenticeships were of four years duration with apprentices spending 80% of their time with their employer and 20% at a technical and further education provider. Traineeships were generally much shorter, typically one year, but followed the same pattern of on and off-the-job training.

The implementation of New Apprenticeships from the beginning of 1998 introduced greater flexibility by providing for variation in the duration of training, different mixes of experiential and formal learning, and a choice of training provider for the off-the-job component. In addition, the New Apprenticeship arrangements have formally abolished the distinction between apprenticeships and traineeships. The Australian National Training Authority and the Commonwealth expect the new arrangements to change the structure of training programs and the patterns of participation, and to create new and more varied training opportunities, particularly for young people[2].

Consequently, 1997 is an important benchmark year for New Apprenticeships as it is the last year in which traditional apprenticeship arrangements and the more recent traineeship arrangements were in effect. Summary statistics for the 1997 calendar year are presented in the section 1997 Overview on page 9.

Scope

For this publication, records from the quarterly collection of apprentice and trainee data have been matched with data from the annual collection of data from VET providers. As a result, much more complete information about the characteristics of apprentices and trainees is now available. Details of the matching process are provided in the appendix. Data from the 1998 survey of TAFE graduates who completed a longer VET course in 1997, including apprentices and trainees, have also been used.

For the purpose of this publication, apprentices and trainees who were involved in a contract of training with an employer at the end of any given quarter during 1997 were considered. Of these, 123 230 were identified in the 1997 collection of data from VET providers. It is important to note that this is a subset (approximately one-third) of apprentices and trainees who were in training at any time during 1997.

It would be wrong to expect all apprentices and trainees in training at the end of each quarter during 1997 to be undertaking formal training with a VET provider in 1997, or to be identified. In particular:

- In the final year of their indenture many traditional apprentices have completed the off-the-job component of their training program and are no longer required to undertake a course with a VET provider.
- Many apprentices and trainees who start their contract of training part way through a year are unable to begin their off-the-job training with a VET provider until the beginning of the following year.
- Limitations in the data matching procedure used by NCVER, and in the available data, though generally minor, may prevent the identification of matching records in the VET provider and apprentice and trainee data collections for some individuals.

As a result, this publication does not relate to all apprentices and trainees in training during 1997 who were undertaking formal training with a VET provider. Nevertheless, the 123 230 apprentices and trainees for whom matched data are available provide a large and reliable sample, with relatively small amounts of missing data. Where there is missing or invalid information in one collection it can often be obtained from the other and, as a result, a much more complete set of information about apprentices and trainees is available for analysis. For example, the amount of missing data for language spoken at home reduced from over one-third to a little over 10% after matching with the VET collection.

[1] *'TAFE' here includes private providers who accounted for 9.2% of apprentices and trainees in the data.*

[2] *Kemp, Dr D. 1998, 'The VET market', in,* The Market for Vocational Education and Training, *NCVER, Adelaide.*

Key findings

For the 1997 apprentices and trainees who enrolled with a technical and further education provider during 1997 we find that:

- The profile of apprentices and trainees studying with a technical and further education provider is markedly different from that for the general VET population, with 47.7% aged 15 to 19 years and 23.2% being female. This compares with 19.9% aged 15 to 19 years and 48.1% female for the general VET population.
- 1.4% of the Australian population were involved in an apprenticeship or traineeship, with participation among males (2.2%) much higher than among females (0.6%). Participation in apprenticeships and traineeships is highest in the 15-to-19-year age group with 6.0% of 15-to-19-year olds undertaking an apprenticeship or traineeship. This contrasts with 5.2% of 20-to-24-year olds, 4.9% of 25-to-29-year olds, and 0.1% of 40-to-64-year olds.
- Apprentices and trainees enrolled in an average of 1.2 courses, similar to that for all VET students. It should be noted that in some States and Territories, apprentices and trainees are required to enrol in more than one course to fulfil the requirements of their off-the-job training.
- 74.3% of apprentice and trainee enrolments were in AQF or equivalent courses, compared with 56.8% of all VET enrolments. Of these, 82.5% were in AQF level III courses or higher. It is understood that most of the remaining apprentice and trainee enrolments were in shorter courses, which will eventually articulate to a full AQF qualification.
- 2.8% were of Aboriginal or Torres Strait Islander origin.
- 3.4% of apprentices and trainees reported they had some form of disability, with visual disabilities being the most prevalent.
- 7.5% of apprentices and trainees were born outside Australia, with 3.6% born in non-English-speaking countries.
- 7.1% spoke a language other than English at home, the most common being Southern European languages such as Italian and Greek.
- 1.3% of apprentices and trainees studying with a technical and further education provider in 1997 were still attending school, 16.1% left school during 1997, 53.4% left school in the three years prior to 1997, and 29.2% left school four or more years prior to 1997.
- 45.1% had completed Year 12, 18.4% had completed Year 11 and 36.5% left school at Year 10 or lower.
- 77.9% of apprentices and trainees studying with a technical and further education provider had no prior qualification while 16.9% held some form of certificate, 1.5% an undergraduate diploma and 1.3% a degree or postgraduate diploma.
- 34.9% of apprentices and trainees live in a rural or remote area. This compares with 30.3% for the general VET population.
- 16.5% of apprentices and trainees attended a training institution located in a different geographic region from that of their home address.
- The data in this publication further confirms the emerging trend over the past few years of an increasing proportion of older people, particularly women, undertaking traineeships.

The purpose of this overview section is to set the scene and provide an introduction and context for the more detailed information that follows. The data provided on this page are based on data for all apprentice and trainee activity during 1997. All other apprentice and trainee information presented in this publication is based on the matched data only, unless otherwise indicated.

Table 1 presents summary statistics for all apprentice and trainee activity during 1997. From this table we find that:

- Over half (53.2%) of apprentices and trainees who commenced during 1997 were aged 20 years or more, and 37.8% were female. This pattern continued during 1998.
- Of the 9 100 apprentices and trainees who recommenced an apprenticeship or traineeship in 1997 after starting before 1997, 57.1% were in the 20-24 age group and 73.8% were male. Recommencements generally apply to traditional apprentices whose indenture has been temporarily suspended.
- In total there were 362 320 apprentices and trainees in training at some time during the year. These 362 320 individuals include:
  - 58.5% who were aged 15-19, and 72.3% who were males
  - 50 180 (13.8% of the 362 320) apprentices and trainees who successfully completed their contract of training in 1997– the majority of these (63.0%) were in the 20-24 year age group, and 69.1% were males
  - 37 170 (10.3%) apprentices and trainees who cancelled or withdrew from their training program and did not recommence during 1997. Some, of course, may recommence in a later year.
  - 182 100 (50.3%) apprentices and trainees who were still in training at 31 December 1997
  - more than 153 800 (42.4%) apprentices and trainees who were in training continuously throughout the whole of 1997

Table 1 1997 apprentices and trainees by age and sex

	Commenced during 1997	Commenced before 1997 & recommenced during 1997	Successfully completed during 1997	Cancelled/ withdrew in 1997, didn't recommence	In training at any time during 1997	In training at 31 Dec. 1997
Age						
15-19 years	46.8	34.2	15.9	38.5	58.5	31.0
20-24 years	24.3	57.1	63.0	39.2	24.9	47.8
25-39 years	19.1	8.2	16.8	17.3	12.2	15.5
40-64 years	9.7	0.5	4.3	5.0	4.4	5.7
Other ages	0.1	0.0	0.0	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Sex						
Male	62.2	73.8	69.1	64.4	72.3	76.0
Female	37.8	26.2	30.9	35.6	27.7	24.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number ('000)	**112.03**	**9.1**	**50.18**	**37.17**	**362.32**	**182.08**

Note: Figures in this table are based on updated data as reported at 30 September 1998 and are close to the final figures for 1997. They may differ from apprentice and trainee statistics reported in other NCVER publications. Age and sex shown here are as reported in the quarterly collection of data for apprentices and trainees.

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Profiles of apprentices and trainees studying with a technical and further education provider

In general, there are relatively few differences in the profiles of apprentices and trainees between the States and Territories. However, as a consequence of some variation in policy emphasis, the age and sex profiles do vary to a certain extent. Table 2 provides basic age and sex information for the apprentices and trainees studying with a technical and further education provider by State and Territory.

The following points are worthy of note:

- 47.7% of apprentices and trainees who undertook off-the-job training with a technical and further education provider in 1997 were aged between 15 and 19 years of age.
- New South Wales (54.5%) and Western Australia (58.2%) have a higher proportion of apprentices and trainees aged 15 to 19 years than the other States and Territories. This may be a result of the greater proportion of traditional apprenticeships being offered in those States.
- Queensland (11.2%) shows a much higher proportion of people in the 40-to-64-year age group than other States. This highlights the growth of short-term traineeships being taken up by older people in Queensland, particularly in the clerical and service industries.
- The proportion of female apprentices and trainees in Queensland (32.5%), the ACT (35.1%), Tasmania (33.9%) and the Northern Territory (34.1%) are much higher than the national average. This is primarily due to the large proportion of female trainees in the clerical, sales and service worker groups in those jurisdictions.

Table 2 1997 apprentices and trainees by age and sex by State and Territory

	NSW	Vic.	Qld	WA	SA	Tas.	NT[1]	ACT	Australia
Age									
15-19 years	54.5	45.9	37.1	58.2	42.3	49.2	31.7	34.9	47.7
20-24 years	37.0	42.4	32.7	30.0	42.3	33.4	38.3	45.0	36.9
25-39 years	7.2	9.4	18.9	10.2	11.9	13.5	25.7	15.0	11.4
40-64 years	1.3	2.2	11.2	1.5	3.5	3.8	4.2	5.2	4.1
Other years	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sex									
Male	79.4	82.2	67.5	80.8	76.5	66.1	65.9	64.9	76.8
Female	20.6	17.8	32.5	19.2	23.5	33.9	34.1	35.1	23.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Per cent	31.8	23.4	23.0	11.6	6.3	2.1	0.1	1.8	100.0

[1] *Care should be used in interpreting figures for the Northern Territory due to the small number of apprentices and trainees available for analysis.*

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Comparison with the general population

Table 3 shows the corresponding age and sex distribution for the Australian population together with the participation rates for apprentices and trainees.

1.4% of the Australian population aged 15 to 64 were involved in an apprenticeship or traineeship at 30 June 1997. Males (2.2%) had a higher rate of participation than females (0.6%). Rates of participation were highest in the younger age groups with 6.0% of 15-to-19-year olds involved in an apprenticeship or traineeship compared with only 0.1% of people aged 40 years or more.

Table 3: Estimated resident population[1] and participation rates (15-64 years) by age and sex - 30 June 1997

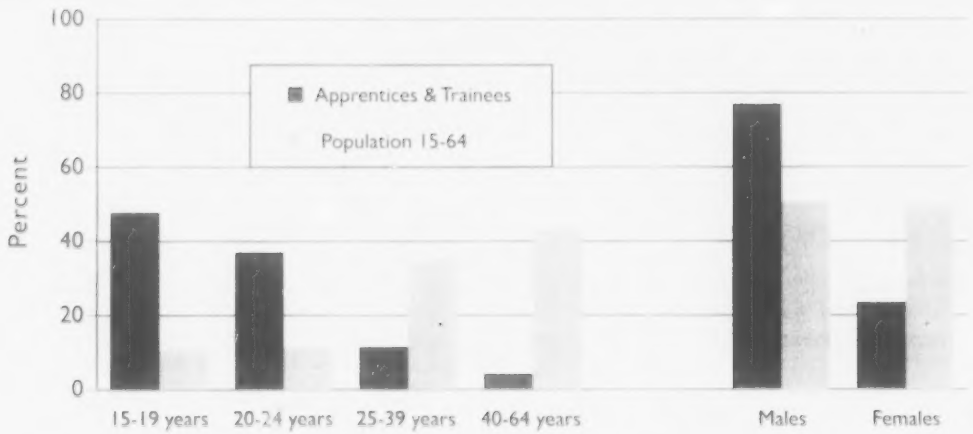
	Age					Sex		
	15-19	20-24	25-39	40-64	Total	Males	Females	Total
Australian population (Row %)	10.5	11.1	35.3	43.2	100.0	50.4	49.6	100.0
Participation rate	6.0	5.2	4.9	0.1	1.4	2.2	0.6	1.4

[1] *Derived from ABS Cat no 3201.0*

Figure 1 shows the comparison between the age and sex distribution for the Australian population and that for apprentices and trainees.

This comparison immediately highlights the dominance of males and people aged 15 to 24 years in the apprentice and trainee sector. This is well known as traditional apprenticeships have generally attracted males aged 15 to 24. However, with the growth in traineeships, the traditional age/sex profile is changing and one can expect to see a gradual change in the profile of apprentices and trainees towards that of the general population in the coming years.

Figure 1: Age and sex profiles for apprentices and trainees, and the Australian population aged 15-64



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Comparison with other VET groups

Apprentices and trainees studying with a technical and further education provider are a subset of the total population of VET students. Table 4 shows the age and sex profiles for apprentices and trainees studying with a technical and further education provider in 1997, those from the general population of 1997 VET students, and for 1997 TAFE graduates (apprentices and trainees only).

It is particularly interesting to note how different the profile of apprentices and trainees studying with a technical and further education provider is to that for the general VET population. Whereas females comprise 48.1% of the VET population, they comprise only 23.2% of apprentices and trainees. This again highlights the dominance of males in the sector. Although recent figures indicate the proportion of females in apprentices and trainees is increasing, it still has a long way to go before catching up to that for the general VET population.

The age profile of apprentices and trainees studying with a technical and further education provider in 1997 also differs markedly from the general VET population. Whereas 47.7% of apprentices and trainees were aged 15 to 19, only 19.9% of the general VET population were of similar age. This is a result of the large number of young people undertaking traditional trades. On the other hand, 60.5% of the VET population is aged 25 or more compared with only 15.5% of apprentices and trainees.

Table 4: Age and sex profiles from various data sources

	1997 apprentices and trainees	1997 apprentice and trainee TAFE graduates[1]	1997 VET students[2]
Age			
15-19 years	47.7	20.1	19.9
20-24 years	36.9	66.1	17.9
25-39 years	11.4	10.8	35.4
40-64 years	4.1	1.7	25.1
Other years	0.0	1.3	1.7
Total	100.0	100.0	100.0
Sex			
Male	76.8	78.6	51.9
Female	23.2	21.4	48.1
Total	100.0	100.0	100.0
Number ('000)	**123.23**	**8.85**	**1458.6**

[1] *Source: 1998 Graduate Destination Survey.*

[2] *Includes apprentices and trainees studying with a VET provider.*

Course enrolments

Table 5 provides information on course enrolments for apprentices and trainees studying with a technical and further education provider together with the general VET population.

- 74.3% of apprentice and trainee course enrolments were in AQF or equivalent courses. This is significantly higher than for VET students where 56.8% enrolled in AQF or equivalent courses. It is understood that most of the remaining apprentices and trainees were undertaking shorter courses which will eventually articulate to a full AQF qualification.
- The apprentices and trainees studying with a technical and further education provider enrolled in a total of 149 500 courses indicating that on average, an apprentice or trainee enrols in an average of 1.2 courses. This is similar to that for general VET where students enrol in an average of 1.3 courses. It should be noted that in some States and Territories, apprentices and trainees undertake more than one course (for example, a sequence of one-year courses) to fulfil the requirements of their off-the-job training.

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Table 5 Course enrolments

	AQF or equivalent courses	AQF senior secondary	Other courses	Total courses
Apprentices and Trainees:				
Number ('000)	111.03	0.14	38.33	149.50
per cent	74.3	0.1	25.6	100.0
VET:				
Number ('000)	1047.41	5.42	791.41	1844.24
per cent	56.8	0.3	42.9	100.0

Table 6 provides detailed information on AQF course enrolments for apprentices and trainees studying with a technical and further education provider.

- 82.5% of apprentice and trainee enrolments in AQF courses are in AQF level III courses or above. AQF level III course enrolments comprised the largest individual proportion of AQF course enrolments with 63.6%.
- Male apprentices and trainees comprise 75.3% of all AQF course enrolments. The proportion of males enrolled in AQF level III courses is even higher at 82.1%. On the other hand, although females comprise 24.7% of AQF course enrolments, the proportion of females enrolled in AQF level I and II courses is much higher at 30.5% and 42.8% respectively. The proportion of female apprentices and trainees enrolled in AQF other courses is 39.2% and 32.1% in diplomas or above.
- 49.3% of apprentices and trainees enrolled in AQF courses are aged between 15 and 19 years of age. Enrolments in AQF level I courses has the highest incidence (63.7%) of apprentices and trainees in the 15 to 19 year age group while enrolments in AQF level IV courses has the lowest (29.6%). 51.6% of enrolments in AQF level III courses are aged 15 to 19 years.
- Enrolments in AQF level III courses have a much lower proportion of older people aged 25 years or higher (11.5%) than in other AQF courses. AQF level II course enrolments have the highest proportion of apprentices and trainees aged 25 years or higher with 27.2%.

Table 6 Apprentice and trainee enrolments in AQF or equivalent courses

	AQF level I	AQF level II	AQF level III	AQF level IV	AQF other	AQF or above	Total AQF courses
Age							
15-19 years	63.7	47.1	51.6	29.6	52.1	34.9	49.3
20-24 years	20.5	25.7	36.9	50.8	29.4	46.8	35.4
25-39 years	11.6	18.7	8.4	15.0	14.7	14.8	11.2
40-64	4.1	8.5	3.1	4.6	3.8	3.5	4.1
Other	0.1	0.1	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sex							
Male	69.5	57.2	82.1	75.7	60.8	67.9	75.3
Female	30.5	42.8	17.9	24.3	39.2	32.1	24.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER ('000)	**3.16**	**16.30**	**70.61**	**6.67**	**9.59**	**4.71**	**111.03**
per cent of Total	2.8	14.7	63.6	6.0	8.6	4.2	100.0

Note: More details regarding course and module enrolment information for apprentices and trainees studying with a technical and further education provider will be available in a separate NCVER publication.

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Aboriginal and Torres Strait Islander apprentices and trainees

Table 7 provides information about the aboriginality of the apprentices and trainees studying with technical and further education providers.

Based on the known total given in table 7:

- 2.8% of apprentices and trainees are of Aboriginal or Torres Strait Islander origin.
- 15.3% of apprentices and trainees studying with a technical and further education provider were aged 25 years or more compared with 39.3% of Aboriginal or Torres Strait Islander people. On the other hand, 47.8% of apprentices and trainees were aged 15 to 19 years compared with 29.2% of Aboriginals and Torres Strait Islanders.

Table 7 Aboriginal/Torres Strait Islanders by age and sex

	Aboriginal /Torres SI	Not Aboriginal /Torres SI	Known total	Unknown	All clients
Age					
15-19 years	29.2	48.3	47.8	45.8	47.7
20-24 years	31.5	37.1	36.9	35.6	36.9
25-39 years	31.7	10.6	11.2	15.4	11.4
40-64	7.6	4.0	4.1	3.1	4.1
Other	0.0	0.0	0.0	0.2	0.0
Total	100.0	100.0	100.0	100.0	100.0
Sex					
Male	65.3	77.0	76.7	78.9	76.8
Female	34.7	23.0	23.3	21.1	23.2
Total	100.0	100.0	100.0	100.0	100.0
Number ('000)	**3.31**	**114.2**	**117.51**	**5.72**	**123.23**
Per cent of known total	2.8	97.2	100.0		
Per cent of all clients	2.7	92.7	95.4	4.6	100.0

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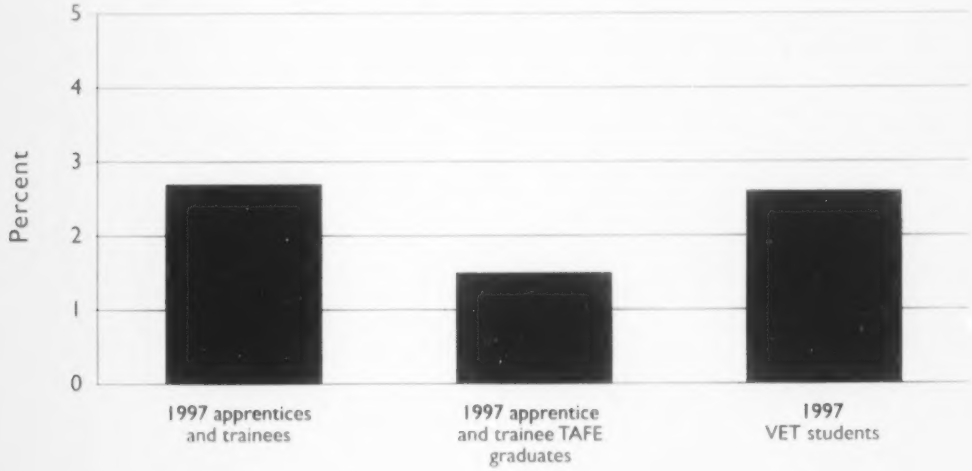
Figure 2 shows the proportion of apprentices and trainees studying with technical and further education providers who are Aboriginal or Torres Strait Islanders, together with the profiles of 1997 VET students generally and apprentice and trainee TAFE graduates.

The graph suggests the proportion of Aboriginal and Torres Strait Islanders undertaking apprenticeships and traineeships is similar to that undertaking vocational educational training generally. The data also suggest the proportion of Aboriginal and Torres Strait Islanders who graduate from longer TAFE courses is less than the proportion that are undertaking an apprenticeship or traineeship.

Figure 2: Proportions of Aboriginal and Torres Strait Islanders



includes apprentices and trainees studying with a VET provider.

Residential location of apprentices and trainees studying with a technical and further education provider

Table 8 provides information about the geographic region of the residential location of apprentices and trainees studying with a technical and further education provider. The residential postcode is available for almost 99% of these apprentices and trainees.

- 64.3% of apprentices and trainees live in a capital city or other metropolitan area. Other metropolitan areas include those urban centres with a population of 100 000 or more, for example, Geelong, Newcastle and Townsville.
- 31.2% of apprentices and trainees live in a rural area and 3.7% live in a remote area. Rural areas are defined as urban centres with a population between 5000 and 100 000 while remote areas consist of those areas with less than 5000 people.
- Less than 1% of apprentices and trainees live in a different State or Territory from that of the technical and further education provider where they were studying. These are apprentices and trainees who undertake their off-the-job training in another State or Territory. Examples include glaziers and aircraft mechanics in the Northern Territory who undertake their off-the-job training in Tasmania and South Australia respectively.
- The proportion of apprentices and trainees aged 25 years or more who live in a rural or remote area is higher than the proportion who live in a capital city or other metropolitan area.
- 78.4% of apprentices and trainees studying with a technical and further education provider and living in a capital city were male, compared with 74.7% of those living in rural areas and 73.8% living in remote areas. Conversely, 21.6% of apprentices and trainees living in a capital city were female, compared with 25.3% of those living in rural areas and 26.2% living in remote areas.

Table 8 Geographic region of home address by age and sex

	Capital city	Other metro.	Rural	Remote	Interstate	Known total	Unknown	All clients
Age								
15-19 years	47.4	48.2	48.2	48.2	42.7	47.7	43.9	47.7
20-24 years	39.5	36.6	32.9	28.6	38.6	36.8	44.5	36.9
25-39 years	10.0	10.9	13.3	16.8	13.0	11.4	10.0	11.4
40-64	3.1	4.3	5.6	6.3	5.5	4.1	1.5	4.1
Other	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sex								
Male	78.4	74.6	74.7	73.8	75.9	76.8	76.3	76.8
Female	21.6	25.4	25.3	26.2	24.1	23.2	23.7	23.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number ('000)	**68.05**	**10.26**	**37.98**	**4.45**	**0.9**	**121.64**	**1.59**	**123.23**
Per cent of known total	55.9	8.4	31.2	3.7	0.7	100.0		
Per cent of all clients	55.2	8.3	30.8	3.6	0.7	98.7	1.3	100.0

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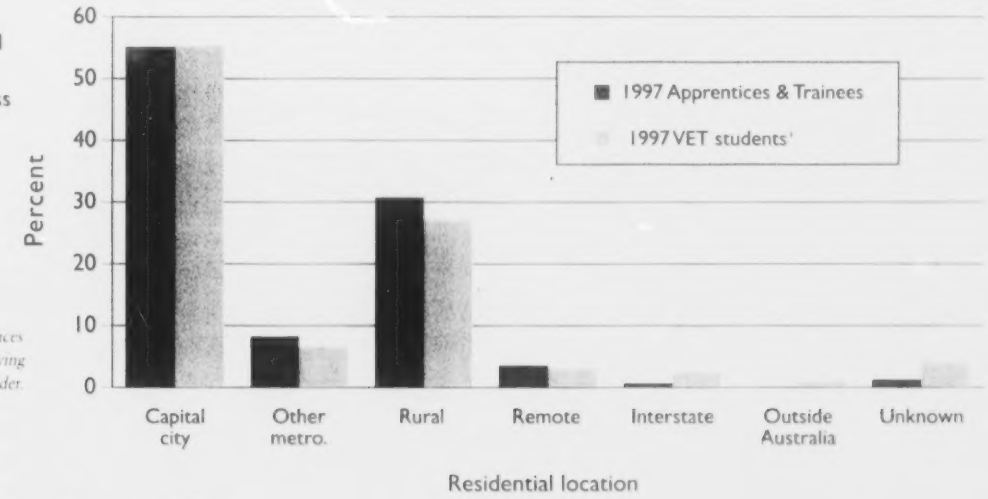
Figure 3 shows the comparison between the geographic region of residential locations of apprentices and trainees studying with technical and further education providers and that for VET students generally. The graph shows that the geographic profiles of home addresses for both groups are very similar.

Figure 3: Geographical region of home address



'includes apprentices and trainees studying with a VET provider.

Location of training providers

Table 9 provides information about the geographic region of training providers being attended by apprentices and trainees.

Based on information given in table 7:

- Almost 77% of apprentices and trainees attend training organisations located in a capital city or other metropolitan area while over 25% attend a training provider located in a rural area and just under 2% attend a training provider located in a remote area.

Table 9 Geographic region of training provider locations by age and sex

	Capital city	Other metro.	Rural	Remote	Interstate	Unknown	All clients
Age							
15-19 years	47.2	49.9	48.7	49.3	60.9	43.3	47.7
20-24 years	38.8	36.7	31.0	27.8	21.8	38.6	36.9
25-39 years	10.4	10.0	14.4	17.4	14.3	16.5	11.4
40-64	3.6	3.3	5.9	5.5	3.0	1.6	4.1
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sex							
Male	78.0	76.0	74.0	73.6	40.6	76.4	76.8
Female	22.0	24.0	26.0	26.4	59.4	23.6	23.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number ('000)	**83.57**	**12.24**	**31.36**	**2.28**	**0.13**	**0.13**	**123.23**
Per cent of all clients	67.8	9.9	25.4	1.9	0.1	0.1	100.0

Note: As an apprentice or trainee can attend more than one training provider, the number of apprentices and trainees attending training providers is greater than the total number of apprentices and trainees. Hence the percentages across the table add to greater than 100.

Table 10 shows the relationship between the home addresses of apprentices and trainees studying with a technical and further education provider and the geographic location of their training provider.

Based on the known total in this table:

- 16.5% of apprentices and trainees attend a training institution in a different geographical region from that of their home address. Examples of such occurrences would be in and around major country cities such as Townsville, Newcastle and Geelong, where people travel from small rural towns in the neighbouring districts to attend various courses. Although the great majority of Australians live in capital cities and major towns where training providers are located, a small but significant number live in rural and remote communities, in mining towns and on farms. As a result, a significant number of people travel great distances to attend training. The issue of distance is an ongoing issue concerning the provision and takeup of vocational education and training and NCVER has just completed initial research of commuter distances in VET.
- There is little difference between whether an apprentice or a trainee is male or female regarding where they attend training and their residential address.
- There is a slightly lower proportion of clients aged 15 to 19 years whose training provider location is in a different geographic region to their home address. In contrast, there is a slightly higher proportion of apprentices and trainees aged 25 years or more whose training provider is in a different geographic location to their residential address.

Table 10 Relationship between residential location and training provider location by age and sex

	Same geographic region	Different geographic region	Known total	Unknown	All clients
Age					
15-19 years	48.5	45.9	48.1	25.9	47.7
20-24 years	36.6	35.6	36.4	61.8	36.9
25-39 years	11.1	12.9	11.4	10.7	11.4
40-64 years	3.8	5.5	4.1	1.6	4.1
Other	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0
Sex					
Male	76.9	75.6	76.7	79.7	76.8
Female	23.1	24.4	23.3	20.3	23.2
Total	100.0	100.0	100.0	100.0	100.0
Number ('000)	**101.12**	**19.93**	**121.05**	**2.18**	**123.23**
Per cent of known total	83.5	16.5	100.0		
Per cent of all clients	82.1	16.2	98.2	1.8	100.0

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Country of birth

Figure 4 and table 11 provide information about the country of birth of apprentices and trainees studying with a technical and further education provider.

- The great majority of apprentices and trainees (92.5%) were born in Australia.
- 3.9% of apprentices and trainees were born in an English-speaking country other than Australia. Over half of this group were born in the United Kingdom and a further one-third in New Zealand. This group also includes apprentices and trainees who were born in the United States of America, Canada and South Africa.
- The remaining 3.6% were born in non-English-speaking countries, the most common being Viet Nam, the Philippines and Papua New Guinea.
- 49.1% of the Australian-born apprentices and trainees were aged 15 to 19 years, in contrast to 36.0% for apprentices and trainees born in other English-speaking countries, and 25.4% for apprentices and trainees born in non-English-speaking countries.
- The proportion of apprentices and trainees born in Australia who are female is less than the proportion for those born outside Australia (22.6% in contrast to 30.25%)
- Overall, the single largest group of apprentices and trainees was 15 to 19 year olds born in Australia, most of whom were male. However, apprentices and trainees born outside Australia were more likely to be older and female.

Figure 4: 1997 apprentices and trainees by age and country of birth

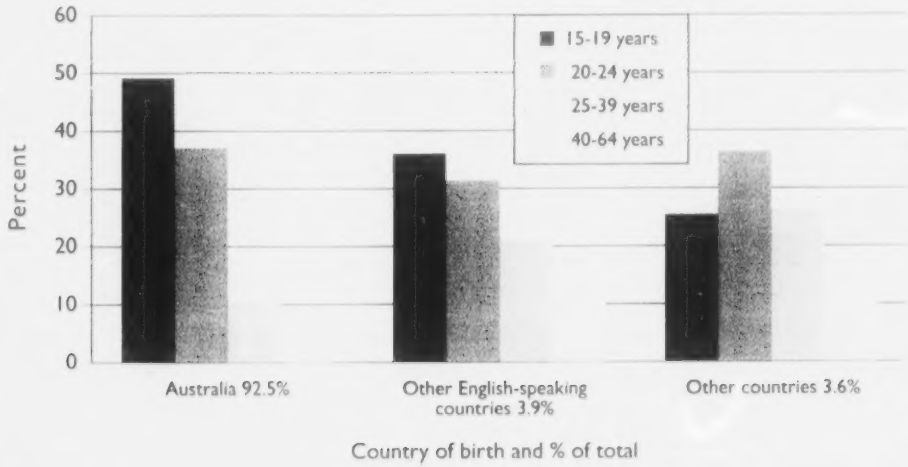


Table 11 Country of birth by sex

Sex	Australia	Other English speaking countries	Other countries	Known total	Unknown	All clients
per cent of country of birth total						
Male	77.4	71.2	68.2	76.8	73.2	76.8
Female	22.6	28.8	31.8	23.2	26.8	23.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
per cent of known total						
Male	93.2	3.6	3.2	100.0		
Female	90.2	4.8	4.9	100.0		
Total	92.5	3.9	3.6	100.0		
Number ('000)	**113.05**	**4.76**	**4.41**	**122.22**	**1.01**	**123.23**
Per cent of all clients	91.7	3.9	3.6	99.2	0.8	100.0

Main language spoken at home

Figure 5 and table 12 provide information about the main language spoken at home for the apprentices and trainees studying with a technical and further education provider.

- 92.9% of apprentices and trainees come from English-speaking backgrounds.
- 48.4% of apprentices and trainees from English-speaking backgrounds were aged 15 to 19 years compared with 39.9% of those from non-English-speaking backgrounds.
- There is virtually no difference between the proportions of males and females in terms of their language background.

Figure 5: 1997 apprentices and trainees by age and main language spoken at home

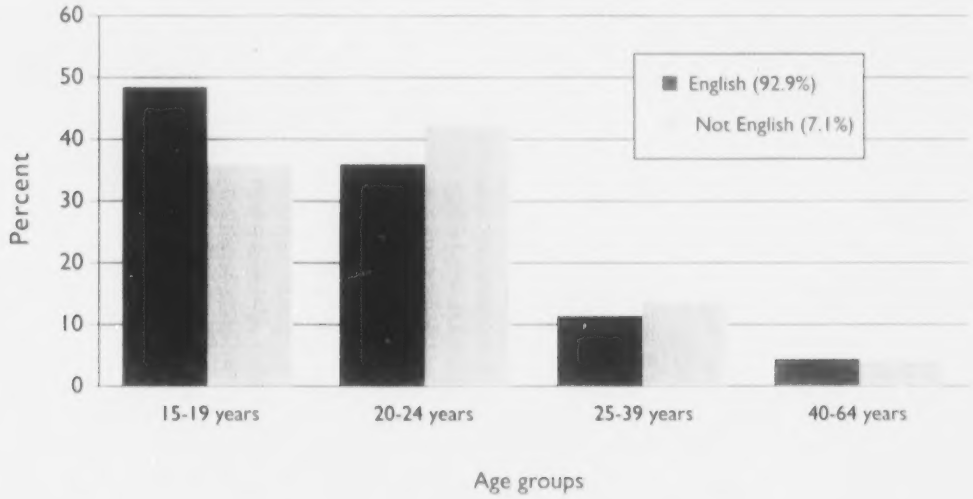


Table 12 Language spoken at home by sex

Sex	English	Not English	Known total	Unknown	All clients
per cent of language spoken at home total					
Male	76.4	76.7	76.5	79.4	76.8
Female	23.6	23.3	23.5	20.6	23.2
Total	100.0	100.0	100.0	100.0	100.0
per cent of known total					
Male	92.9	7.1	100.0		
Female	93.0	7.0	100.0		
Total	92.9	7.1	100.0		
Number ('000)	**102.12**	**7.82**	**109.94**	**13.29**	**123.23**
Per cent of all clients	82.9	6.3	89.2	10.8	100.0

Table 13 shows the breakdown by language spoken at home for apprentices and trainees studying with a technical and further education provider, those from the general population of 1997 VET students, and 1997 apprentice and trainee TAFE graduates.

The most marked point worth noting is the lower amount of unknown data in the 1997 apprentice and trainee student data compared with the VET data in general. Although this makes comparison less reliable, the evidence suggests that apprentices and trainees are more likely to be from an English-speaking background than VET students generally.

Table 13 Language spoken at home for various VET groups

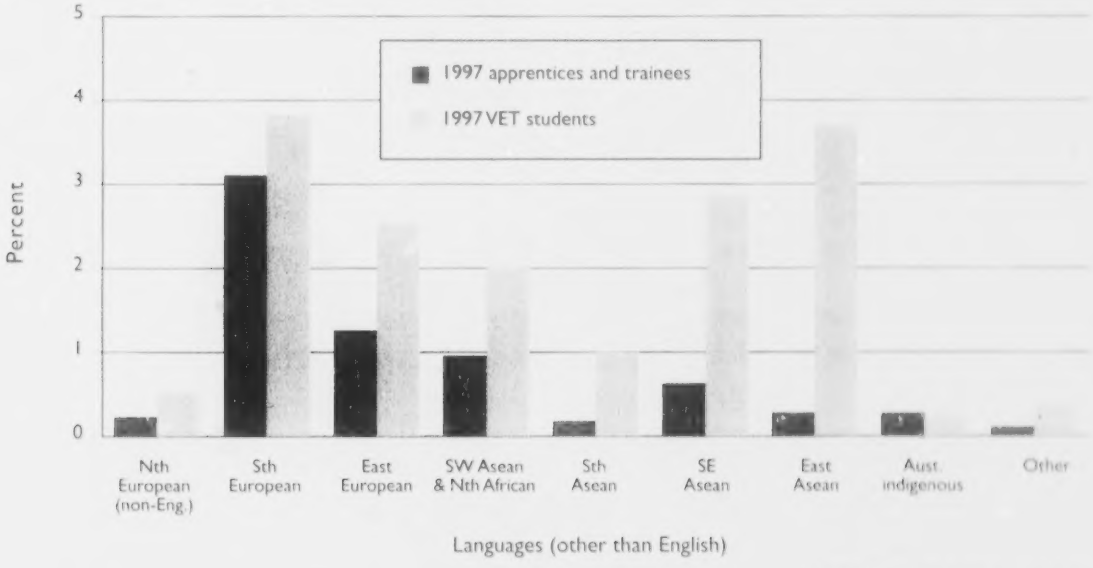
	1997 apprentices and trainees	1997 apprentice and trainee TAFE graduates[1]	1997 VET students[2]
Total	100.0	100.0	100.0
English	82.9	87.1	59.2
Not English	6.3	12.7	12.3
Unknown	10.8	0.2	28.5
Total	100.0	100.0	100.0
Number ('000)	**123.23**	**8.85**	**1458.6**

[1] *Source: 1998 Graduate Destination Survey.*
[2] *includes apprentices and trainees studying with a VET provider.*

Figure 6 shows the breakdown by language spoken at home for apprentices and trainees studying with a technical and further education provider and the general VET population for those for whom English is not their main language.

Almost half of those apprentices and trainees whose main language is not English had languages from southern Europe (for example, Italian and Greek) as their main language. Surprisingly, the proportion of Asian languages is small and does not follow the pattern for the general VET population. This suggests students from Asian backgrounds are undertaking other forms of training in preference to apprenticeships and traineeships.

Figure 6: Language spoken at home other than English



[2] *includes apprentices and trainees studying with a VET provider.*

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Schooling situation

Figure 7 and table 14 provide information about the schooling situation of the apprentices and trainees studying with a technical and further education provider.

- 1.3% of apprentices and trainees were still attending school while a further 16.1% left school during 1997.
- 29.2% of apprentices and trainees left school four or more years ago, 51.9% of whom were aged 25 years or more. This provides further evidence of the growing importance of older people in the apprentice and trainee sector.
- Not surprisingly, the age of an apprentice or trainee and the breakdown of their schooling situation appear to be related. 76.1% of apprentices and trainees still attending school were aged 15 to 19 years while 3.9% were aged 20 years or more. 97.9% of school leavers were aged 15 to 19 years, 99.7% who left school in the last one to three years were aged 15 to 24 years and 1.6% of those who left school four or more years ago were aged 15 to 19 years.
- It is interesting to note the slightly higher proportion of males (82.4%) in those apprentices and trainees who left school in the last one to three years than in other school leaving groups. This is most likely a result of the large proportion of males involved in traditional apprenticeships.

Figure 7: 1997 apprentices and trainees by age and schooling situation

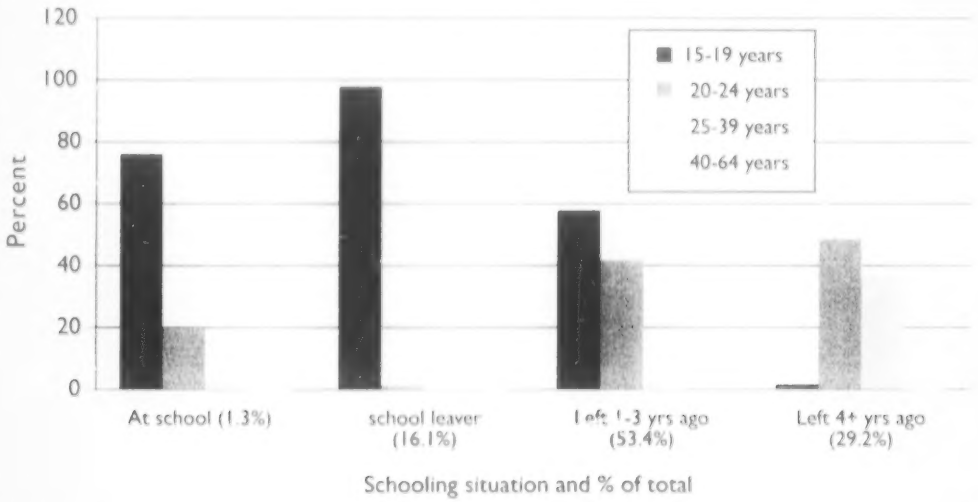

Table 14 Schooling situation by sex

Sex	At school	School leaver	school 1-3 years ago	Left school 4+ years ago	Known total	Unknown	All clients
per cent of schooling situation total							
Male	74.0	71.7	82.4	70.6	77.1	61.4	76.8
Female	26.0	28.3	17.6	29.4	22.9	38.6	23.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
per cent of known total							
Male	1.3	14.9	57.1	26.7	100.0		
Female	1.5	19.9	41.2	37.4	100.0		
Total	1.3	16.1	53.4	29.2	100.0		
Number ('000)	**1.63**	**19.35**	**64.43**	**35.15**	**120.56**	**2.68**	**123.23**
Per cent of all clients	1.3	15.7	52.3	28.5	97.8	2.2	100.0

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Highest level of secondary schooling

Table 15 provides information about the highest level of secondary schooling for apprentices and trainees studying with a technical and further education provider.

- 45.1% of apprentices and trainees completed Year 12 while 36.5% had completed Year 10 or lower.
- 64.8% of apprentices and trainees who completed Year 12 were aged 20 years or more. This reflects the large number of apprentices in the 15 to 19 year old age group who are not required to complete Year 12. The slightly higher proportion of male apprentices further highlights this and trainees who left school at Year 11 compared with those who left at other stages of schooling.
- 44.1% of apprentices and trainees who left school at Year 9 or lower are aged 20 years or more.

Figure 8 shows the highest level of secondary schooling achieved by apprentices and trainees studying with a technical and further education provider together with those surveyed in the 1998 TAFE Graduate Destination Survey. As would be expected there is little difference between those apprentices and trainees still in training and those who have completed their TAFE course.

Figure 8: Highest level of schooling

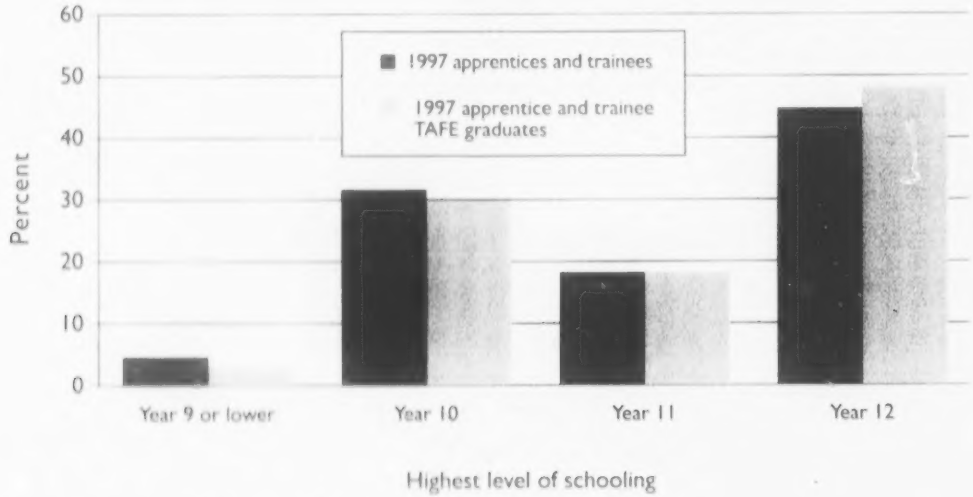

Table 15 Highest level of schooling by age and sex

	Year 9 or lower	Year 10	Year 11	Year 12	Known total	Unknown	All clients
AGE							
15-19 years	55.4	60.6	54.6	35.2	47.8	30.0	47.7
20-24 years	12.1	19.1	32.9	53.8	37.0	24.9	36.9
25-39 years	19.2	14.0	10.1	9.0	11.3	23.0	11.4
40-64 years	12.8	6.2	2.3	2.0	3.9	22.0	4.1
Other	0.5	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX							
Male	74.2	76.7	82.0	75.1	76.9	66.1	76.8
Female	25.8	23.3	18.0	24.9	23.1	33.9	23.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number ('000)	**5.65**	**38.95**	**22.48**	**55.09**	**122.18**	**1.06**	**123.23**
Per cent of known total	4.6	31.9	18.4	45.1	100.0		
Per cent of all clients	4.6	31.6	18.2	44.7	99.1	0.9	100.0

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Prior educational qualifications completed

Figure 9 and table 16 provide information about prior educational qualifications for apprentices and trainees studying with a technical and further education provider.

Although this information is missing or unknown for 17.6% of these apprentices and trainees, the following points are worth noting based on the known total given in the table:

- 22.1% of apprentices and trainees had a prior qualification.
- 52.8% of apprentices and trainees who did not have a prior qualification were aged 15 to 19 years while 13.2% were aged 25 years or more. This contrasts with only 27.9% of apprentices and trainees having a prior qualification being aged 15 to 19 years and 27% being aged 25 years or more.
- 27.6% of female apprentices and trainees have a prior qualification compared with 20.4% of males.

Figure 10 shows the distribution of prior qualification types. The most common prior qualifications completed by apprentices and trainees were trade and other certificates.

Figure 9: 1997 apprentices and trainees by age and whether they have a prior qualification

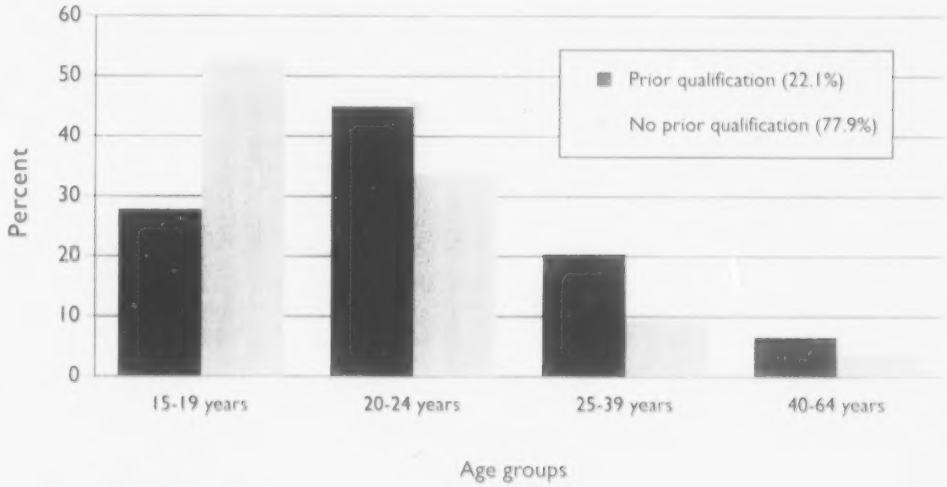

Table 16 Prior educational qualifications completed by sex

Sex	Clients with prior educational qualification	Clients with no prior educational qualification	Known total	Unknown	Total students
per cent of prior qualification total					
Male	71.0	78.5	76.8	76.5	76.8
Female	29.0	21.5	23.2	23.5	23.2
Total	100.0	100.0	100.0	100.0	100.0
per cent of known total					
Male	20.4	79.6	100.0		
Female	27.6	72.4	100.0		
Total	22.1	77.9	100.0		
Number ('000)	22.43	79.08	101.51	21.73	123.23
Per cent of all clients	18.2	64.2	82.4	17.6	100.0

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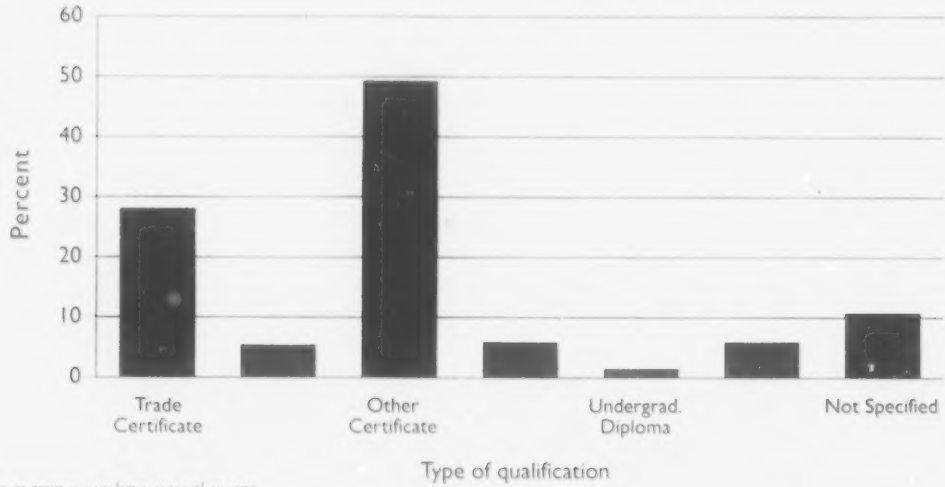
Figure 10: Types of prior educational qualifications of apprentices and trainees



Note: As an apprentice or trainee can have more than one prior qualification the sum of the percentages is greater than 100.

As a person can obtain more than one qualification, it is also useful to look at the distribution of the highest prior educational qualification completed by apprentices and trainees (table 17).

Although 77.9% of apprentices and trainees did not have a prior educational qualification, 16.9% held some form of certificate and 1.5% had completed an undergraduate diploma. It is particularly interesting to note that 1.3% had a degree or postgraduate diploma. This compares with around 3% of the total VET student population who were higher education graduates in 19961. In his study, Werner (1998) found the main reasons why higher education graduates enrol in TAFE are 'for personal development' and 'to gain practical skills not obtained in my higher qualification'.

Table 17: H ghest level prior qualification by age and sex

	postgrad diploma	Undergrad diploma	Certificate	Not specified	No prior qualification	Known total	Unknown	All students
Age *per cent of highest level prior qualification*								
15-19 years	6.5	9.4	30.2	35.6	52.8	47.3	49.5	47.7
20-24 years	44.0	57.3	44.3	43.0	33.9	36.4	39.1	36.9
25-39 years	38.1	25.6	19.2	16.2	9.4	11.9	9.0	11.4
40-64 years	11.4	7.7	6.3	5.1	3.8	4.5	2.3	4.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sex *per cent of highest level prior qualification*								
Male	52.9	59.6	72.7	76.5	78.5	76.8	76.5	76.8
Female	47.1	40.4	27.3	23.5	21.5	23.2	23.5	23.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
per cent of known total								
Male	0.9	1.2	16.0	2.3	79.6	100.0		
Female	2.6	2.7	19.9	2.4	72.4	100.0		
Total	1.3	1.5	16.9	2.4	77.9	100.0		
Number ('000)	**1.32**	**1.55**	**17.18**	**2.39**	**79.08**	**101.51**	**21.73**	**123.23**
Per cent of all students	1.1	1.3	13.9	1.9	64.2	82.4	17.6	100.0

Werner, M C 1998, Issues regarding higher education graduates in vocational education and training, NCVER, Adelaide

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Client disability

A small but significant number of apprentices and trainees have indicated that they have a permanent or significant disability. The nature of the disability can range from relatively minor sight or hearing impairments to major, limiting disabilities such as blindness, paraplegia and mental illness.

An important objective of the Australian vocational education and training system is to provide equitable access and outcomes for all client groups. A wide range of initiatives at the national, State/Territory and local levels reflect the commitment to this objective.

The flexibility and customisation options available within many of the new national training packages, although not adopted with equitable access and outcomes as the primary objective, can nevertheless be expected to provide continuing opportunities for clients with a disability and disadvantaged clients generally to participate in and successfully complete VET programs which lead to recognised qualifications.

Table 18 provides information about client disability for the apprentices and trainees studying with a technical and further education provider.

- 3.4% of apprentice and trainees reported they have some form of permanent or significant disability.
- The likelihood of a having a disability increases with age. The proportion of apprentices and trainees with a disability being 25 years of age or higher (25.5%) is greater than those without a disability (15.1%). Conversely, the proportion with a disability aged 15 to 24 years (74.4%) is less than those without a disability (84.8%).
- The proportion of apprentices and trainees with a disability who are female (26%) is higher than the proportion of those without a disability (22.6%).

Table 18 Client disability by age and sex

	Clients with disability	Clients with no disability	Known total	Unknown	All clients
Age					
15-19	43.3	47.6	47.5	50.0	47.7
20-24	31.1	37.2	37.0	34.6	36.9
25-39	17.1	11.1	11.3	11.9	11.4
40-64	8.4	4.0	4.1	3.5	4.1
Other	0.1	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0
Sex					
Male	74.0	77.4	77.2	70.2	76.8
Female	26.0	22.6	22.8	29.8	23.2
Total	100.0	100.0	100.0	100.0	100.0
Number ('000)	**3.86**	**111.05**	**114.91**	**8.33**	**123.23**
Percent of known total	3.4	96.6	100.0		
Percent of all clients	3.1	90.1	93.2	6.8	100.0

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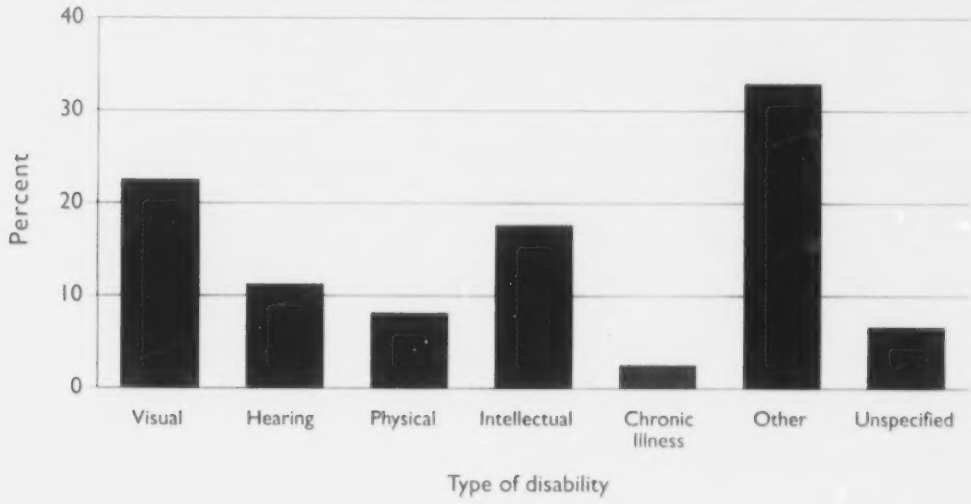
The various disability types for apprentices and trainees are shown in figure 11.

Apart from 'other' (33%), the major types of disability are visual (23%) followed by intellectual (18%), hearing (11%) and physical (8%). The high percentage of apprentices and trainees who reported their disability as 'other' may be attributed to people with minor disabilities who do not wish to categorise the disability with the major types. Of apprentices and trainees who reported a disability, 7% did not specify which type they had.

Figure 11: 1997 Apprentices and trainees with a disability by type of disability



Note: Percentages add to more than 100% as a person may have more than one disability.

Table 19 shows the breakdown of client disability for apprentices and trainees studying with a technical and further education provider together with those for 1997 TAFE graduates and the VET population generally.

Although precise comparisons are difficult because of the amount of missing data for 1997 VET students, the data indicate that the proportion of students with disabilities undertaking an apprenticeship or traineeship is less than that for VET courses generally.

Table 19 Client disability breakdown from various data sources

	1997 Apprentice and trainee students	1997 Apprentice and trainee TAFE graduates[1]	1997 VET students[2]
Has a disability	3.1	2.9	3.3
No disability	90.1	95.2	73.7
Unknown	6.8	1.9	23.0
Total	100.0	100.0	100.0
Number ('000)	123.23	8.85	1458.60

[1] *Source: 1998 Graduate Destination Survey.*
[2] *Includes apprentices and trainees studying with a VET provider.*

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APPENDIX

Matching persons in different data collections - a technical note

The standard under which vocational education and training data are collected (AVETMISS, the Australian Vocational Education and Training Management Information and Statistical Standard) does not as yet require a unique identifier for individuals who appear in more than one data collection.

Some training organisations do, however, report the same identifier for the same person in different collections and where this is the case a match based on the identifier is made. As a check, the reported sex in the two collections is compared. If it differs the match is rejected.

For the remaining training organisations a specific matching exercise is required to identify individuals appearing in more than one collection. As this matching is based on surrogate indicators of an individual's unique identity there is a chance that false matches will occur. The methodology adopted has been designed to minimise the chance of false matches while still allowing the identification of true matches with a high degree of confidence.

The key surrogate indicators available in the data are:

- sex
- postcode
- date of birth
- encrypted name
- country of birth
- main language spoken at home
- Aboriginal or Torres Strait Islander background.

For an individual these pieces of information are fixed except where incorrect or invalid data have been submitted in one or other of the data collections.

Supplementary indicators available for use in matching are:

- highest school level completed, and the year
- employment status
- disability information
- prior education information
- training provider.
- the course or program being undertaken.

For an individual these pieces of information may change with time and this possibility must be taken into account when the information is used in client matching.

For some of these indicators the reported values are mostly the same, for example the values for Aboriginal or Torres Strait Islander background. In such cases only the minority value is useful in matching.

Records in two collections are regarded as a match if:

- the encrypted name, sex and date of birth are the same and inconsistencies on other data elements are minor, or
- the sex, date of birth and postcode are the same, the training provider or the course are also the same, and inconsistencies on other data elements are minor.

Glossary

The following is an abridged glossary of terms used in this publication. For more information on these and other terms, please refer to the appendices in *Australian Vocational Education and Training Statistics 1997: In detail.*

ABS

Australian Bureau of Statistics.

AQF

Australian Qualification Framework.

ATSI

Aboriginal/Torres Strait Islander.

Country of birth

A classification identifying a country that may be nominated as the birthplace of a client. The Australian Standard Classification of Countries for Social Statistics (ASCCSS) is used.

Disability type

A classification of a disability, which a client may have where the disability is both significant and permanent, and for a specific enrolment, the disability may affect performance in the course or module.

Geographic region

A classification developed to provide geographic information about clients. Basically, a 'Capital City' consists of ABS State and Territory capital city statistical divisions, 'Other metropolitan' consists of urban centres with a population greater than 100 000, 'Rural' consists of urban centres with a population of 5000 or more, and 'Remote' consists of those with a population less than 5000.

Language Spoken at Home

A classification that is used to identify any language which is commonly spoken at home by the client.

Prior Educational Achievement (or Qualification)

A categorisation of types of education which have previously been completed by a client.

Schooling Situation

A classification that is used to categorise the length of time since an individual left school.

VET

Vocational Education and Training.

Australian Apprentices and Trainees 1997: Apprentices and Trainees at TAFE, provides more detailed information than has previously been available about the characteristics of apprentices and trainees undertaking a contract of training with an employer.

For the 1997 apprentices and trainees who enrolled with a technical and further education provider during 1997 we find that:

- The profile of apprentices and trainees studying with a technical and further education provider is markedly different from that for the general VET population.
- 1.4% of the Australian population were involved in an apprenticeship or traineeship, with participation among males (2.2%) much higher than among females (0.6%). Participation in apprenticeships and traineeships is highest in the 15-to-19-year age group.
- Apprentices and trainees enrolled in an average of 1.2 courses, similar to that for all VET students. It should be noted that in some States and Territories, apprentices and trainees are required to enrol in more than one course to fulfil the requirements of their off-the-job training.
- 74.3% of apprentice and trainee enrolments were in AQF or equivalent courses, compared with 56.8% of all VET enrolments. Of these, more than 80% were in AQF level III courses or higher.
- 2.8% were of Aboriginal or Torres Strait Islander origin.
- 3.4% of apprentices and trainees reported they had some form of disability, with visual disabilities being the most prevalent.
- 7.5% of apprentices and trainees were born outside Australia, with 3.6% born in non-English-speaking countries.
- 7.1% spoke a language other than English at home, the most common being Southern European languages such as Italian and Greek.
- 1.3% of apprentices and trainees studying with a technical and further education provider in 1997 were still attending school, 16.1% left school during 1997, 53.4% left school in the three years prior to 1997, and 29.2% left school four or more years prior to 1997.
- 45.1% had completed Year 12, 18.4% had completed Year 11 and 36.5% left school at Year 10 or lower.
- 77.9% of apprentices and trainees studying with a technical and further education provider had no prior qualification while 16.9% held some form of certificate, 1.5% an undergraduate diploma and 1.3% a degree or postgraduate diploma.
- 34.9% of apprentices and trainees live in a rural or remote area. This compares with 30.3% for the general VET population.
- 16.5% of apprentices and trainees attended a training institution located in a different geographic region from that of their home address.

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NCVER

AT A GLANCE

Australian Apprentices and Trainees Statistics

Australian apprentices and trainees Recent Trends

Australian apprentices and trainees Recent Trends: At a Glance provides summary information about trends in apprentice and trainee training over the period 1995 to 1998 and information about the off-the-job training of apprentices and trainees in 1997. Variables investigated include age, qualification level, duration of training and employment before, during and after training.

Apprentices and trainees make up about 20% of people undertaking Vocational Education and Training (VET) each year in Australia.

Key points include:

- Apprentice and trainee commencements grew strongly from 64,470 in 1995 to an estimated 133,750 in 1998.
- The number of apprentices and trainees in training grew from 144,900 in 1995 to an estimated 206,370 in 1998.
- In their off-the-job training, the majority of apprentices and trainees undertake a course at AQF level III or higher (up to 80% of enrolments in AQF or equivalent courses in 1997).
- The number undertaking a contract of training of more than two years in duration (a proxy for "traditional" apprenticeships) grew by almost 11% in 1998.
- The population participation rate for 15 to 19 year olds in apprenticeships and traineeships increased from 5.7% in 1995 to 6.2% in 1998.
- Commencements in rural areas comprised 27.5% of the total in 1995, rising to 31.9% in 1998.
- Females comprised 17.3% of those in-training in 1995 in contrast to 27.6% in 1998.

AUSTRALIAN NATIONAL TRAINING AUTHORITY

Introduction

As the skill needs of the Australian workforce continue to change over time, so has the employment-based training system changed to adapt to and deliver the skills required to the new workforce environment. Many factors including technological change, the need to improve the transition from school to work and the requirement of business and industry for more highly skilled apprentices and trainees, have all impacted on the training system.

A database of nationally consistent data on apprentices and trainees has been built up since 1994 and is maintained by the National Centre for Vocational Education Research Ltd. (NCVER). Given that this database now contains consistent data over the years 1994 to 1998, it is now possible to provide trend information over a number of years on apprentices and trainees.

To date, the data relating to the on-the-job training of apprentices and trainees has been collected separately from the data on their off-the-job training. New work has enabled the matching of these two data sets to provide richer, more detailed information on apprentices and trainees and their off-the-job training programmes.

This publication aims to provide the reader, for the first time, with key information on apprentices and trainees from both the trends analysis for the period 1995 to 1998 and the richer information on apprentices and trainees available from the data matching exercise relating to 1997 data.

An historical perspective

Australia has had a apprenticeship system, in one form or another, since 1805. Whilst similar, each State and Territory apprenticeship system has developed independently and is administered by the respective State Training Authority.

Recent major policy developments affecting apprenticeships and traineeships have been:

- The Australian Traineeship System was introduced by the Commonwealth Government in 1985 to complement the existing apprenticeship system and provide fundamental improvements in training arrangements for non-trades employment (particularly clerical and retail occupations).
- In 1992/93 measures were introduced under the 'One Nation Economic Statement' to arrest the decline in the number of apprenticeship and traineeship commencements. Career Start and NETTFORCE Traineeships were introduced under the Australian Vocational Certificate Training System.
- In 1993/94 under 'Working Nation', training subsidies in the form of the National Training Wage were announced. Adults were also able to access traineeships for the first time.
- Enhancements to the 'Working Nation' initiatives were introduced in 1995/95 by way of JobStart and JobCompact.
- In 1996/97 the Modern Apprenticeship and traineeship System (MAATS) policy was part of a review of labour market programmes to make delivery of training more efficient and to better target the needs of job seekers.
- In 1997/98 MAATS was restructured resulting in the introduction of New Apprenticeships from 1 January 1998, with more flexible training options to better meet the needs of employers and their New Apprentices.

Overall trends 1995 to 1998

Trends in commencements, number in-training and completions

In relation to commencements, completions and numbers in training generally over the period 1995 to 1998:

- The number of commencements grew strongly from 64,470 in 1995 to an estimated 133,750 in 1998 with an annual growth rate of 27.5% over the period.
- The number of completions grew from 31,560 in 1995 to an estimated 52,070 in 1998 with an annual growth rate of 18.2% over the period.
- The number in-training grew from 144,990 in 1995 to an estimated 206,370 in 1998 with an annual growth rate of 12.5% over the period.

The strong growth in commencements during the period 1995 to 1998 can be expected to produce a flow-on effect of increased growth in completions and numbers in-training. The increased growth may in part be due to employer subsidies made available in some States from 1997.

It should be noted that annual growth rates for the period 1995 to 1998 used in this publication have been calculated as compound growth rates.

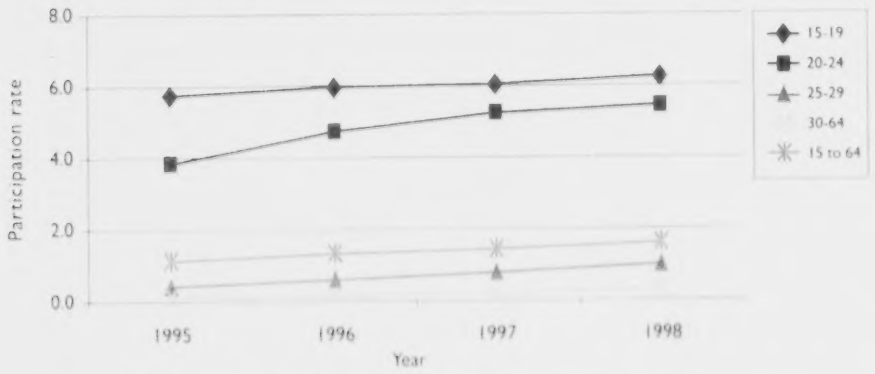
This means that an annual growth rate of 10% would result in overall growth of 33.1% over the 3 year period.

Participation

The participation rates for apprentices and trainees increased across all age cohorts over the period 1995 to 1998.

- The growth in participation of 15 to 19 year olds in apprenticeships and traineeships exceeded the population growth for this age cohort with the participation rate for 15 to 19 year olds increasing steadily from 5.7% in 1995 to 6.2% in 1998.
- The participation rate for 20 to 24 year olds also grew steadily, from 3.8% in 1995 to 5.4% in 1998.
- Growth in participation was greatest for older persons with the participation rate for 25 to 29 year olds more than doubling from 0.4% in 1995 to 1.0% in 1998, as did the participation rate for 30 to 64 year olds which increased from 0.1% in 1995 to 0.3% in 1998.
- The participation rate for 15 to 64 year olds in apprenticeships and traineeships increased from 1.1% in 1995 to 1.6% in 1998.
- For all age groups, the number in-training in tradespersons or related worker occupations increased from 124,019 in December 1995 to 126,784 in December 1997. However, there was a small decline in the number of 15 to 19 year olds in these occupations, from 45,870 in December 1995 to 43, 850 in December 1997.

Figure 1: In-training participation rates* by age



Derived from June NCVER apprentice and trainee statistics and ABS Australian Demographic Statistics, June quarter 1995, 1996, 1997 & 1998, cat. no. 3101.0

Table 1: Apprentice and trainee participation rates* by age

Age group	1995	1996	1997	1998
Commencements		*% of age cohort in the population*		
15 to 19	3.3	3.9	4.1	4.5
20 to 24	1.0	1.6	2.0	2.4
25 to 29	0.4	1.0	1.5	1.9
30 to 64	0.0	0.0	0.1	0.2
15 to 64	**0.5**	**0.7**	**0.9**	**1.1**
Completions		*% of age cohort in the population*		
15 to 19	0.4	0.4	0.6	0.6
20 to 24	1.6	1.8	2.3	2.3
25 to 29	0.2	0.3	0.6	0.6
30 to 64	0.0	0.0	0.0	0.1
15 to 64	**0.3**	**0.3**	**0.4**	**0.4**

Derived from June NCVER apprentice and trainee statistics and ABS Australian Demographic Statistics, June quarter 1995, 1996, 1997 & 1998, cat. no. 3101.0

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Occupational trends

All major occupation categories experienced growth over the period 1995 to 1998 in commencements, completions and numbers in-training although the rate of growth varied considerably among the various occupational categories. This caused shifts in proportional distributions.

For commencements:

- All major occupation groups, except tradespersons and related workers, had annual growth rates of over 30% over the period 1995 to 1998.
- The tradespersons and related workers occupation category had an annual growth rate of only 1.2% over the period 1995 to 1998, growing from 41,530 in 1995 to 43,080 in 1998.
- In terms of numbers, the intermediate clerical, sales and service workers occupation category (for example, word processors, receptionists, sales representatives and child care workers) had the greatest increase, from 12,330 in 1995 to 42,520 in 1998.

In terms of numbers in-training:

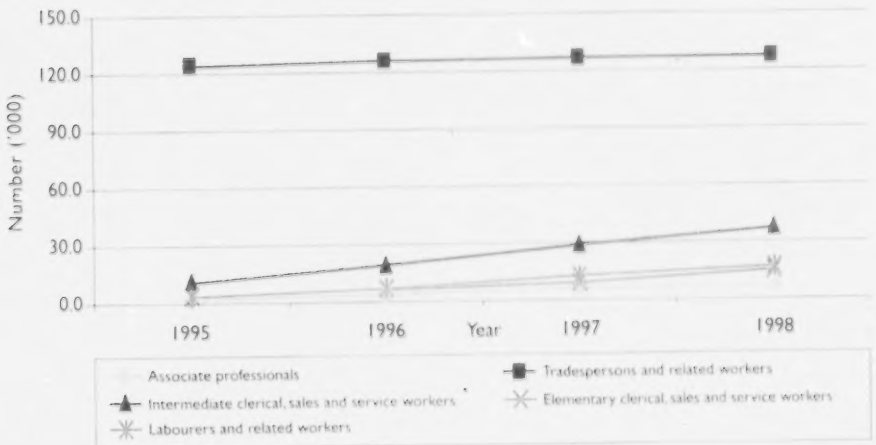
- The intermediate clerical, sales and service workers occupation category had by far the greatest increase, from 10,470 in 1995 to 36,650 in 1998.
- The labourers and related workers occupation category had the second greatest increase from 2,810 in 1995 to 15,740 in 1998.
- The elementary clerical, sales and service workers occupation category had the third greatest increase from 3,000 in 1995 to 13,750 in 1998.
- The tradespersons and related workers occupation category increased only slightly, from 124,020 in 1995 to 126,530 in 1998.

Whilst the tradespersons and related workers occupation category experienced the least growth over the period 1995 to 1998 in terms of commencements, number in-training and completions, there was a mixture of growth and decline within this occupation category:

For commencements:

- The construction tradespersons and food tradespersons categories showed the greatest growth with annual growth rates of 4.9% and 4.8% respectively over the period 1995 to 1998.
- The mechanical and fabrication engineering tradespersons and automotive tradespersons categories showed the greatest declines with negative annual growth rates of -3.3% and -3.7% respectively over the period 1995 to 1998.

Figure 2: Number in-training by occupation



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However, the scenario for numbers in-training is somewhat different from that for commencements:

- The food tradespersons and electrical and electronics tradespersons categories showed the greatest growth with annual growth rates of 4.3% and 3.5% respectively over the period 1995 to 1998.
- The construction tradespersons and other tradespersons and related workers categories showed the greatest declines with negative annual growth rates of -1.9% and -2.7% respectively over the period 1995 to 1998.

Trends by sex

Commencements and numbers in-training comprised a strongly and steadily increasing proportion of females over the period 1995 to 1998:

- Commencements comprised 26.5% (17,060), and numbers in-training 17.3% (25,010) of females in 1995 in contrast to 40.2% (53,790) and 27.6% (56,980) respectively in 1998.
- Completions comprised 27.1% females in 1995 rising to 33.5% in 1998. An increasing proportion of completions will be female due to the flow on from the strong increase in commencements and numbers in-training for females.

Trends by age

The number of commencements for each age cohort grew for each year over the period 1995 to 1998 with much higher growth in the older age cohorts:

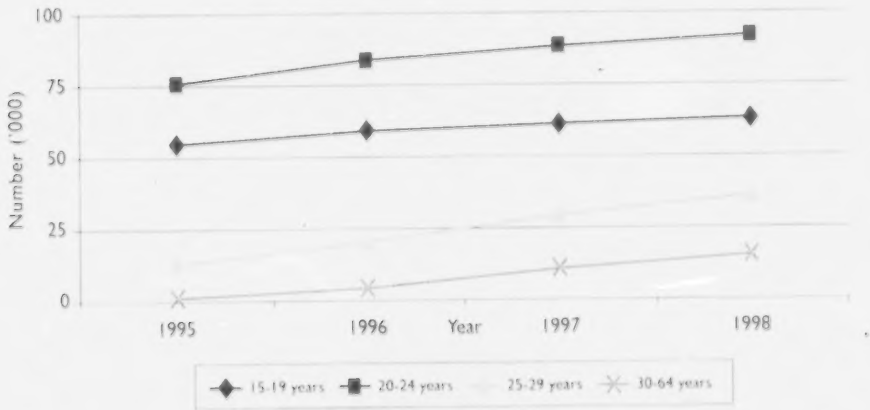
- Commencements in the 15 to 19 year old cohort increased from 42,460 in 1995 to 58,680 in 1998.
- Commencements of 20 to 24 year olds increased from 14,700 in 1995 to 32,120 in 1998.
- Commencements of 25 to 39 year olds increased from 5,930 in 1995 to 27,960 in 1998.
- Commencements of 40 to 64 year olds increased from 1,350 in 1995 to 14,870 in 1998.

Consequently, the number in-training for each age cohort grew for each year over the period 1995 to 1998, again with greater growth in the older age cohorts:

- The number in-training for 15 to 19 year olds grew from 54,580 in 1995 to 63,310 in 1998, an annual growth rate of 5.1%.
- The number in-training for 20 to 24 year olds grew from 75,310 in 1995 to 91,680 in 1998, an annual growth rate of 6.8%.
- The number in-training for 25 to 39 year olds grew from 13,160 in 1995 to 35,870 in 1998, an annual growth rate of 39.7%.
- The number in-training for 40 to 64 year olds grew from 1,940 in 1995 to 15,450 in 1998, an annual growth rate of 99.8%.

The stronger growth rates for the older age cohorts may be a consequence of the lifting of the age barrier to traineeships in 1993/94 as one of the Working Nation initiatives.

Figure 3: Number in-training by age



Trends by employer type

All main categories of employer type, bar the Commonwealth Government, showed strong growth over the period 1995 to 1998 in the number of apprentices and trainees employed by them. Broadly speaking, the proportional distribution of commencements by employer type remained similar over the same period although there was a notable decline in the proportion employed by the Commonwealth Government. It should be noted that changed arrangements by governments has resulted in some former 'government' employers of apprentices and trainees now being classified under 'government business enterprises.

- The vast majority of apprentices and trainees were employed by the private sector, although the proportion decreased slightly from 77.9% in 1995 to 76.8% in 1998.
- The proportion employed by group training companies, the second largest employer of apprentices and trainees, increased from 13.6% in 1995 to 15.8% in 1998.
- The proportion of apprentices and trainees employed by the Commonwealth Government decreased from 2.2% in 1995 to 0.7% in 1998. This may in part be due to general downsizing and privatisation.
- The proportion of apprentices and trainees employed by State governments decreased from 4.0% in 1995 to 3.4% in 1998, although this was not a steady decline with the proportion of apprentices and trainees being employed by State governments being somewhat erratic over the period 1995 to 1998.

In terms of growth rates in commencements over the period 1995 to 1998:

- The most explosive and rapidly increasing growth rate in the employment of apprentices and trainees occurred for the government business enterprise category of employer with an annual growth rate of 52.0%. The annual growth rate for this employer type has increased from 13.1% for 1995 to 1996, to 52.5% and 103.5% for 1996 to 1997 and 1997 to 1998 respectively.
- Local government had the second largest annual growth rate (38.1%) but the annual growth rate has decreased markedly from 104.2% for 1995 to 1996, to a negative growth rate of -6.8% for 1997 to 1998.
- The Commonwealth Government was the only employer type to have a negative annual growth rate (-14.8%).

Trends by geographic region

Most categories of geographic region of apprentices' and trainees' normal place of residence experienced growth over the period 1995 to 1998 in terms of actual numbers:

- The number in-training in rural areas grew from 41,320 in 1995 to 61,160 in 1998 while the number in-training in capital cities increased from 85,460 in 1995 to 119,450 in 1998.

There were small changes in the proportional distribution of apprentices and trainees by geographic region over the period 1995 to 1998:

- There was stronger growth in the number in-training in rural areas than capital cities. Apprentices and trainees residing in a capital city comprised 58.9% of the total number in-training in 1995, decreasing to 57.9% in 1998, whilst those from rural areas comprised 28.5% in 1995, increasing to 29.6% in 1998.

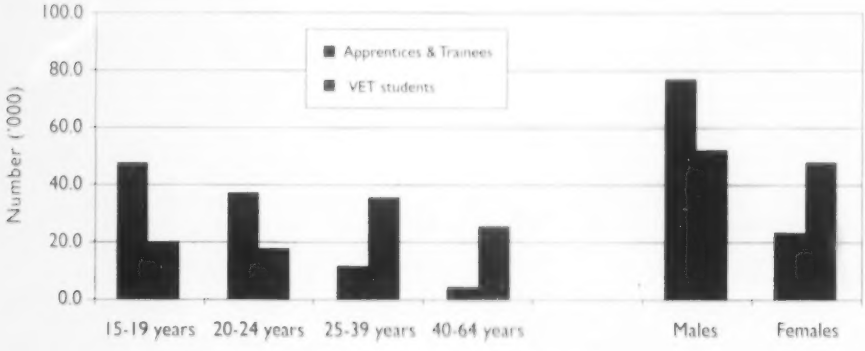
Figure 4: Number in-training by geographic region

Profile of apprentices and trainees in 1997

Data matched between NCVER's apprentice and trainee data collection and the 1997 national VET provider data collection (the latter containing detailed information on apprentices' and trainees' off-the-job training in 1997) provides more detailed information on the characteristics of apprentices and trainees:

- Apprentices and trainees comprise about 20% of the total number undertaking vocational education and training with providers in receipt of public funds.
- The profile of apprentices and trainees studying with a technical and further education provider is markedly different from that for the general VET student population with 47.7% aged 15 to 19 years and 23.2% being female in contrast to 19.9% aged 15 to 19 years and 48.1% female for the general VET population.
- 1.4% of the Australian population were involved in an apprenticeship or traineeship with participation amongst males (2.2%) much higher than amongst females (0.6%).
- Participation in apprenticeships and traineeships was highest for the 15 to 19 year age group with 6.0% of 15 to 19 year olds undertaking an apprenticeship or traineeship, this being in contrast to 5.2% of 20 to 24 year olds, 4.9% of 25 to 39 year olds and 0.1% of 40 to 64 year olds.
- The data confirm the emerging trend over the past few years of an increasing proportion of older people, particularly women, undertaking traineeships.

Figure 5: 1997 Age and Sex profiles for apprentices and trainees, and VET students



With respect to particular demographic characteristics:

- 2.8% were of Aboriginal or Torres Strait Islander origin.
- 3.4% of apprentices and trainees reported they had some form of disability with visual disabilities being the most prevalent.
- 7.5% of apprentices and trainees were born outside Australia with 3.6% born in non-English speaking countries whilst 7.1% spoke a language other than English at home, the most common being Southern European languages such as Italian and Greek.
- 34.9% of apprentices and trainees lived in a rural or remote area compared with 30.3% for the general VET population. Related to this finding is that 16.5% of apprentices and trainees attended a training institution located in a different geographic region to that of their home address.

With respect to apprentices' and trainees' level of schooling and prior qualifications held:

- 1.3% of apprentices and trainees studying with a technical and further education provider in 1997 were still attending school, 16.1% left school during 1997, 53.4% left school in the three years prior to 1997, and 29.2% left school four or more years prior to 1997.
- 45.1% had completed year 12, 18.4% had completed year 11 and 36.5% left school at year 10 or lower.
- 77.9% of apprentices and trainees studying with a technical and further education provider had no prior qualification whilst 16.9% held some form of certificate, 1.5% an undergraduate diploma and 1.3% a degree or postgraduate diploma.

AQF level

Data matched between NCVER's apprentice and trainee data collection and the 1997 national VET provider data collection provide information on the level of qualification that apprentices and trainees undertook in their off-the-job training in 1997. The findings show that the great majority of apprentices and trainees are enrolled in AQF level III or higher courses:

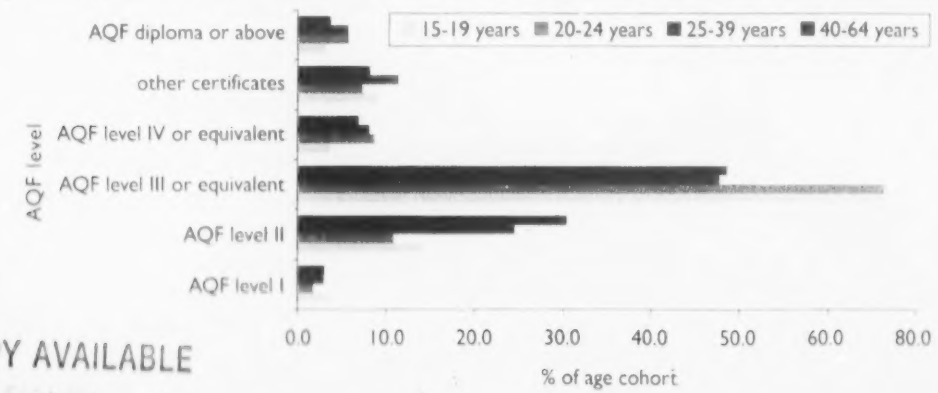
- It is estimated that up to 80% of apprentice and trainee enrolments at TAFE in AQF or equivalent courses were at AQF level III and equivalent or above. AQF level III or equivalent course enrolments comprised the largest individual proportion of AQF course enrolments with 63.6%.
- Male apprentices and trainees comprised 75.3% of all AQF and equivalent course enrolments. The proportion of males enrolled in AQF level III or equivalent courses was even higher at 82.1%. On the other hand, although females comprised 24.7% of total AQF and equivalent course enrolments, the proportion of females enrolled in AQF level I and II courses was much higher at 30.5% and 42.8% respectively. The proportion of female apprentices and trainees enrolled in other certificates was 39.2% and 32.1% in diplomas or above.
- 49.3% of apprentices and trainees enrolled in AQF and equivalent courses were aged between 15 and 19 years of age. Enrolments in AQF level I courses had the highest incidence (63.7%) of apprentices and trainees in the 15 to 19 year age group whilst enrolments in AQF level IV or equivalent courses had the lowest (29.6%). 51.6% of enrolments in AQF level III or equivalent courses were aged 15 to 19 years.
- Enrolments in AQF level III or equivalent courses had a much lower proportion of older people aged 25 years or higher (11.5%) than in other AQF courses. AQF level II course enrolments had the highest proportion of apprentices and trainees aged 25 years or higher with 27.2%.

Table 2: Enrolments in AQF or equivalent courses for apprentices and trainees enrolled in TAFE, 1997*

	AQF level I	AQF level II	AQF level III or equivalent	AQF level IV or equivalent	Other certificates	AQF Diploma or above	Total AQF and equivalent courses
AGE				*column %*			
15-19 years	63.7	47.1	51.6	29.6	52.1	34.9	49.3
20-24 years	20.5	25.7	36.9	50.8	29.4	46.8	35.4
25-39 years	11.6	18.7	8.4	15.0	14.7	14.8	11.2
40-64	4.1	8.5	3.1	4.6	3.8	3.5	4.1
Other	0.1	0.1	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SEX				*column %*			
Male	69.5	57.2	82.1	75.7	60.8	67.9	75.3
Female	30.5	42.8	17.9	24.3	39.2	32.1	24.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sample size ('000)	3.16	16.30	70.61	6.67	9.59	4.71	111.03
percent of total	2.8	14.7	63.6	6.0	8.6	4.2	100.0

** It should be noted that AQF distribution for apprentices and trainees enrolled at TAFE may differ from that for all apprentices and trainees who have entered into a contract of training.*

Figure 6: Apprentice and trainee enrolments in AQF or equivalent courses, as % of cohort 1997



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Further information is available from the 1998 survey of TAFE students who completed a longer VET course in 1997 (1998 Graduate Destination Survey).

The TAFE course completed by apprentice and trainee respondents is part of the off-the-job component of their training, in most cases the final part. For the vast majority of apprentices and trainees, the TAFE course component was at AQF level III or equivalent or higher, although the level of courses completed in 1997 differed markedly between apprentices and trainees.

- Of all apprentice and trainee respondents, 90.6% completed their TAFE course component at AQF level III or equivalent or higher (table 3).
- 98.3% of apprentices completed an AQF certificate III or equivalent or higher qualification showing that the vast majority of apprenticeships are still at AQF level III or equivalent or higher. In contrast to this, the equivalent figure for trainees was 53.9%.
- Trainees were far more likely to have completed an AQF certificate I or II or equivalent level qualification (46.1%) in contrast to apprentices (1.7%).

Table 3: Apprentice and Trainee TAFE graduates

Qualifications	Trainees	Apprentices	Total
	%	%	%
AQF certificate II or lower (or equivalent)	46.1	1.7	9.4
AQF certificate III or higher (or equivalent)	53.9	98.3	90.6
Total	100.0	100.0	100.0
Number of GDS respondents	1,522	7,283	8,805

Source: TAFE Graduate Destination Survey, NCVER 1998

Field of Study

The following information shows in which fields of study apprentices and trainees were most likely to be enrolled for their off-the-job training:

- Apprentices and trainees were most likely to enrol in the engineering and surveying (37.1%), services, hospitality and transportation (16.8%) and architecture and building (15.6%) fields of study. In contrast to this, veterinary science and animal care and law and legal studies comprised relatively small proportions of enrolments at 0.1% and 0.7% respectively.
- Male apprentices and trainees dominated course enrolments in engineering and surveying (97.3% of enrolments being male), architecture and building (98.4%), land and marine resources (86.1%), VET multi-field education (77.3%), law and legal studies (74.5%) and science (61.4%). On the other hand, females dominated course enrolments in education (85.9%), veterinary science and animal care courses (81.8%), health and community services (66.5%) and business, administration and economics (66.1%).
- Enrolments in most fields of study were dominated by 15 to 24 year olds, however 16.5% of apprentices and trainees enrolled in education courses and 46.0% enrolling in law and legal studies were aged 15 to 24 years.
- Although 13% of all apprentice and trainee enrolments were in AQF level I or level II courses, the majority of study fields comprised much higher enrolment proportions in AQF level I and Level II courses. In particular, 32.7% of enrolments in veterinary science and animal care were in AQF level I and II courses, 29.5% in science and 29.4% in land and marine resources. This contrasts with only 2.8% of enrolments in law and legal studies, 4.5% in architecture and building, and 5.1% in engineering and surveying.

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Off-the-job training load

The pattern of the number of modules that apprentices and trainees enrolled in in 1997 and the number of hours of study in 1997, differed from that for the general VET population:

- Apprentices and trainees enrolled in an average of 11 modules each in contrast to 6.7 modules for students in the general VET population.
- In 1997, 13.0% of apprentices and trainees undertook one or two modules only in contrast to 46.1% for all VET students, 49.6% undertook 3 to 10 modules compared with 34.0% for all VET and 37.0% undertook 11 or more modules compared with 19.2% for all VET. This once again highlights that on average, apprentices and trainees undertake more modules than VET students generally.
- In 1997, 6.8% of apprentices and trainees enrolled in less than 50 hours of training in contrast to 35.1% for all VET students whilst 65.6% enrolled in 200 to 540 hours of training in contrast to 25.8% for all VET students. Also, 7.6% of apprentices and trainees enrolled in more than 540 hours of training in contrast to 9.5% for all VET students.

Module outcomes

Module pass and failure rates for apprentices and trainees were found to be similar to those for the general VET student population:

- 64.9% of module enrolments resulted in a successful module completion comprising 62.4% being reported as 'student assessed - passed' and 2.5% being reported as 'student not assessed - satisfactory completion of class hours'. Only 3.8% were reported as 'student assessed - failed'. A further 4.2% of module enrolments were reported as withdrawals.
- Indications were that pass and failure rates for apprentices and trainees do not differ markedly from those for the general VET population.
- 9.0% of apprentice and trainee module enrolments resulted in a non-completion comprising 3.8% reported failures, and 4.2% reported withdrawals. For module enrolments by VET students generally, 15.8% resulted in non-completion.
- 3.9% of apprentice and trainee module enrolments resulted in the granting of status or credit comprising 1.6% through recognition of prior learning and 2.3% through status or credit granted for subjects successfully completed elsewhere. For module enrolments by VET students generally, 5.6% resulted in the granting of status or credit.

Duration of training

By making the assumption that those whose expected duration of training is two years or less are trainees and those for whom it is more than two years are "traditional" apprentices, indications on the trends of traineeships and apprenticeships can be given.1 Given that traineeships are two years or less in durationn and that only a very small number of apprenticeships can be completed in two years or less, any errors generated due to this assumption will be very small.

The main findings in relation to this 'over two years' and 'less than or equal to two years' analysis were:

- The number undertaking contracts of training over two years in duration (a proxy for apprenticeships) has continued to grow steadily and in 1998 grew by almost 11%. This suggests that there is no 'crisis' in apprenticeship numbers.
- The number undertaking a contract of training in trades and related worker occupations has also continued to grow steadily and in 1998 grew by 4.2%. However, this growth was much lower than the growth in numbers entering into longer training contracts in 1998.
- There continues to be a strong nexus between longer contracts of training and the trades and related worker occupations, and between shorter contracts of training and the non-trade occupations.
- Participation of young people in contracted training arrangements is concentrated in programs of longer duration.
- The rapid growth in shorter contracts of training (that is, traineeships) has been shared about equally between males and females.
- Within the trades and related workers occupations, growth in apprentice numbers in building and construction occupations in 1997 and 1998 appears to have offset slight declines in other trades and related worker occupations.

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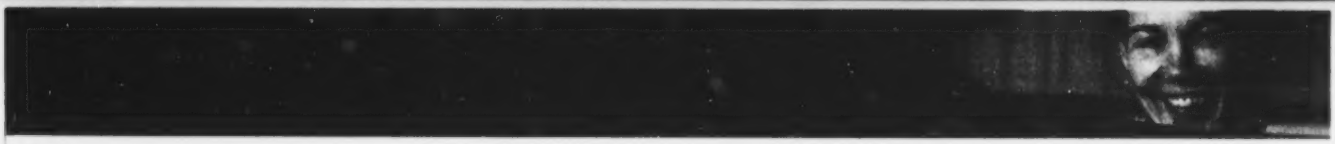
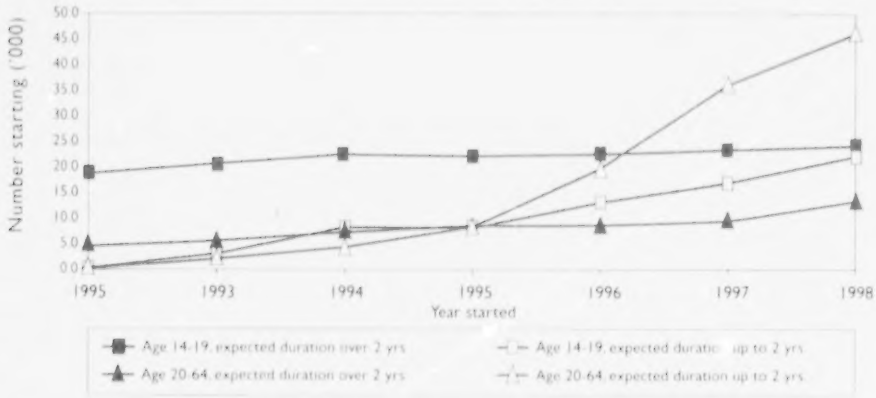


Scope

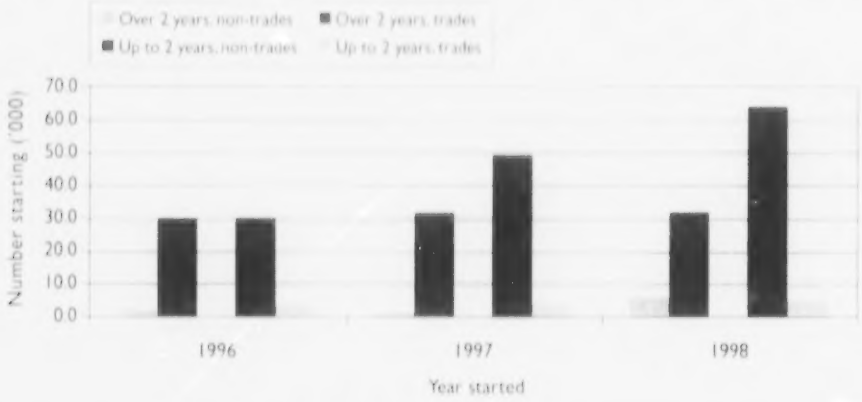
The data on duration of training are based on the earliest start date for each training contract and as a result, exclude recommencements. They also exclude a small number of contracts for which start and finish dates were not available. As a result of these factors, the reported number starting each year by duration of training is slightly less than the number of commencements for each year shown in earlier tables.

Figure 7: Apprentice and trainee commencements by age and expected duration of training, 1992 to 1998



Note: In order to obtain information about expected duration of training, it was necessary to derive the number starting using a different procedure from that used for reported commencements. As a result the figures differ slightly from reported commencements.

Figure 8: Training contract entrants by occupation and expected duration of training, 1996 to 1998



Note: In order to obtain information about expected duration of training, it was necessary to derive the number starting using a different procedure from that used for reported commencements. As a result the figures differ slightly from reported commencements.

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Employment before, during and after training

Information on labour force status of apprentices and trainees before and after their training is available from the 1997 and 1998 Graduate Destination Surveys.

At the survey date, higher proportions of apprentices had employment than trainees whilst the proportions of apprentices and trainees employed at the 1998 survey date were greater than at the 1997 survey date:

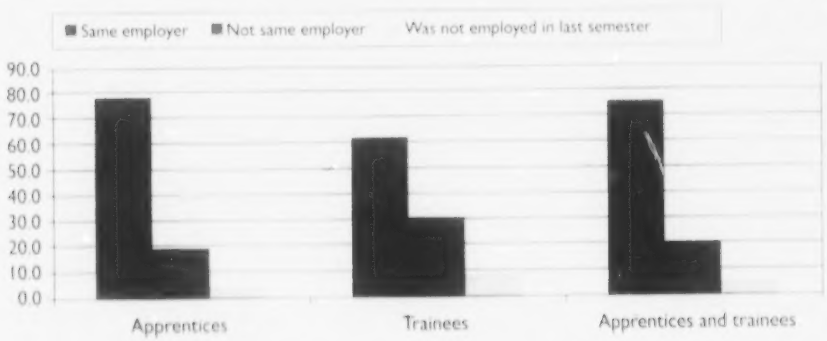
- 94.7% of 1998 apprentice respondents were employed at the 1998 survey date compared with 93.5% of 1997 apprentice respondents at the 1997 survey date
- 84.2% of 1998 trainee respondents were employed at the 1998 survey date compared with 80.7% of 1997 trainee respondents at the 1997 survey date

A majority of the apprentice and trainee respondents to the 1998 survey were employed with the same employer as during their course:

- 77.7% of apprentices were employed with the same employer compared with 61.6% of trainees in 1998.

The results suggest that trainees are more likely than apprentices to move to another employer or to be unemployed within six to 12 months of completing their course.

Figure 9: 1998 Graduate Destination Survey respondents employed with the same employer at 29 May 1998 as during course



Note: The non-response rate to the question was 3.6% for apprentices and 3.3% for trainees

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